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Security



CRITICAL INCIDENT RESPONSE TEAM

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(Mr Earl Wheeler/TSgt Michael Allen)
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This instruction implements AFPD 31-2, **Law Enforcement**, and AFI 31-201, **Security Police Standards and Procedures**. It combines the Tactical Recapture Force (TRF) and the Crisis Negotiation Team (CNT) Operations into one team. It standardizes the procedures for selection, training, and deployment of the TRF and CNT teams. It also provides guidance pertaining to the duties and responsibilities of team members. It applies to all personnel assigned to the 341st Space Wing and subordinate units, and personnel assigned or attached to, or supported by Malmstrom AFB.

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SUMMARY OF REVISIONS

This revision combines the TRF and CNT to form a Critical Incident Response Team (CIRT) (paragraph **1.**); changes the designation of Command and Control Responsibilities to Duties and Responsibilities, adding and subtracting several of the personnel defined, and updating their definitions (paragraph **2.**); designates one Security Forces Officer in Charge (OIC) responsible for both elements (paragraph **2.2.**); adds an Intelligence section (paragraph **3.**); updates the Employment section rules (paragraph **4.**); adds the position of Point man to the TRF team (paragraph **5.1.3.2.**); adds a NOTE to the Breacher position (paragraph **5.1.3.4.**); changed terminology from designated marksman to designated precision marksman/observer team (paragraph **5.1.4.1.**); added EMT as member of TRF team (paragraph **5.1.4.2.**); designated

a EOD explosive entry certified breacher as part of the TRF assault element (NOTE: to paragraph 5.); changes the location of the alternate armory and arming procedures (paragraph 6.3.4.); changes Emergency Assault Plan procedures (paragraph 6.5.); adds requirement for a CIRT Team Debrief (paragraph 6.6.); changes requirements for Logistics and Support (paragraph 7.); changes the selection process for members of the CNT (paragraph 8.4.); deletes reference to TRF Equipment; changes the TRF Uniform (paragraph 10.1.); and updates references to security police to the new designation of security forces (throughout). A bar (x) indicates revisions from the previous edition.

1. MISSION: The 341st Space Wing will maintain a Critical Incident Response Team (CIRT) consisting of a Tactical Recapture Force (TRF) and Crisis Negotiation Team (CNT) with the capability to support the wing during high risk situations. The team's mission includes, but is not limited to barricaded suspect operations, hostage rescue, suicide intervention, distinguished visitor protection, anti-terrorism operations, mass apprehension operations, and anti-hijack/theft operations. **The TRF's primary mission remains the Weapons Storage Area (WSA) recapture operations.**

2. DUTIES AND RESPONSIBILITIES:

2.1. Installation Commander: The installation commander will maintain the capability to counter critical incident or high risk situations on the installation and associated areas of responsibility.

2.2. Installation Chief, Security Forces (CSF): The installation CSF is the primary advisor to the installation commander on critical incident operations. The CSF will appoint an officer to perform duties as OIC, Critical Incident Response Team. The CSF may place the CIRT on standby during periods of increased threat or as situations dictate.

2.3. Critical Incident Response Team/Officer in Charge: The CIRT/OIC is responsible for overall team supervision. The OIC develops contingency plans and ensures the team is organized, trained, and equipped to implement the plans. The OIC acts as direct liaison between the installation CSF and the On-scene Commander.

2.4. TRF/NCOIC: The TRF/NCOIC is responsible for TRF element supervision. Oversees tactical operations as tactical commander, and coordinates and implement activities as directed by the CIRT/OIC.

2.5. CNT/NCOIC: The CNT/NCOIC is responsible for CNT element supervision. Oversees the entire negotiation operations and team members' actions. Receives and evaluates suggestions provided from other than CNT members. Acts as a coach to the negotiators to ensure compliance with procedures. Coordinates and implements activities as direct by the CIRT/OIC.

2.6. Field Supervisor/TRF Trainer: The Field Supervisor assists the TRF/ NCOIC with team supervision and training. When situations arise requiring TRF response, the Field Supervisor is responsible for the on-scene command of the TRF. During any prolonged situation, the Field Supervisor is responsible for ensuring adequate work-rest cycles are implemented.

2.7. Team Leader: The Team Leader is in command of one assault element and is the lowest echelon of command and control on the TRF. The team leader is responsible for his/her entry team during all phases of TRF operations. Situation and availability of team members dictate the number of separate team members employed.

2.8. Primary Negotiator: The primary negotiator establishes and maintains an open line of communication with the perpetrator(s) and attempts to establish rapport to effect the safe release of any hostages. He/she will also attempt to gain the peaceful surrender of perpetrator(s) such as the hostage taker(s), barricaded suspect(s), and suicidal person(s). The primary negotiator will have no other duties at the incident scene.

2.9. Secondary Negotiator: Monitors negotiation process and provides primary negotiator with potential topics of discussion with the perpetrator(s). Remains ready to assume the role as primary negotiator should the primary negotiator become unable to continue or loses credibility with the perpetrator(s).

2.10. Behavioral Science Expert: Performed by military or civilian behavior science professionals. Constantly assesses mental status of suspect(s) and negotiators and advises the element as to the psychological identification and predictability of suspect and hostage behavior.

2.11. Negotiation Recorder/Status Coordinator: Responsible for maintaining all critical incident status logs/boards/worksheets. Monitors equipment and logistical support. May assist any team member in the performance of their duties.

3. INTELLIGENCE: Intelligence and tactical operations are interdependent. Intelligence is required to assist in developing plans and executing operational missions. A security forces criminal investigators and/or AFOSI will be utilized to gather intelligence to include interviews, background/history checks, medical histories, or information to assist in establishing a profile of the suspect(s), hostage(s), and victim(s).

4. EMPLOYMENT:

4.1. The team will be employed as required during critical incidents to resolve a situation where the loss of priority resources or life appears imminent. The team may be employed as separate elements or as a team, depending on the situation or as directed by installation CSF or higher authority.

4.2. Employment may include, but not limited to, recapture and recovery operations, barricaded suspect operations, hostage rescue, suicide intervention, distinguished visitor protection, anti-terrorism operations, mass apprehension operations, and anti-hijack/theft operations.

4.3. The CIRT is under the functional control of the CSF. The installation commander or designated representative directs the decision to conduct a deliberate assault.

4.4. The TRF will not be utilized in conjunction with civil disturbances or protest demonstrations, unless intelligence indicates the potential for violence.

4.5. The TRF will be placed on standby status when the installation is in actual or exercise THREAT-CON Charlie or higher and during all open house functions. The TRF will be kept out of sight until actually deployed.

5. TRF TEAM COMPOSITION:

5.1. The 341st Security Forces Squadron will maintain a TRF with a minimum of 20 personnel. When responding to an incident, the basic elements of the team consist of:

5.1.1. Tactical Commander.

5.1.2. Field Supervisor.

5.1.3. Entry teams. Teams will consist of a minimum of 4 personnel to include:

5.1.3.1. Team Leader. The team leader will usually be last in the entry team's order of movement.

5.1.3.2. Point man. The point man is positioned first in the entry team's order of movement.

5.1.3.3. Cover man: The cover man is second in the entry team's order of movement.

5.1.3.4. Breacher: The breacher will carry all required equipment to effect entry into a facility. Certified EOD personnel will conduct all explosive breaching. EOD will not be required during non-explosive breaching operations.

NOTE:

During Priority "A" Resource recapture operations, the breaching team will consist of one EOD and one TRF member responsible for having the necessary equipment/explosives to gain entry to the stronghold.

5.1.4. Remaining team composition will consist of the following:

5.1.4.1. A designated 2 person precision marksman/observer team.

5.1.4.2. Emergency Medical Technician.

NOTE:

Recapture for WSA structures require two teams consisting of 4 to 6 personnel each and the TRF/NCOIC. Additional personnel will be utilized to augment the entry teams as available or, if the situation dictates, form a third entry team or apprehension team. During THREATCON Charlie or higher, Explosive Ordinance Disposal (EOD) will be notified and placed on standby for deployment with the TRF. As a minimum, one EOD explosive entry certified individual would deploy as a member of the assault element. In addition, excess personnel will function as liaison with the CNT and perform duties as Radio Telephone Operator (RTO) to assist the tactical commander at the Incident Command Center (ICC).

6. EXECUTION:

6.1. TRF actions include the following: **notification, response, immediate action procedures, deliberate action procedures, and the preparation of the emergency assault plan.** On-duty security forces will respond, establish, and maintain containment for the duration of the situation. TRF personnel will be responsible for the inner cordon of hostage/barricade situations. TRF personnel will not be used for containment.

6.2. Notification: Current recall rosters for the TRF and CNT are maintained at the 911 center and Central Security Control (CSC).

6.2.1. When the TRF is required, the responsible control center initiates a recall of the TRF/CNT by notifying the CIRT/OIC or TRF/NCOIC. All TRF members are recalled using beepers. All TRF members are assigned beepers with all-call capability.

6.2.2. Upon notification of any situation requiring the CNT, the 911 center/CSC will notify the CIRT/OIC or CNT Team Chief. They will initiate the recall of team members and direct the

response as required. Team members will prepare to respond immediately if placed in an "on-call" status.

6.2.3. During increased THREATCONs, wing exercise situations, or when 341 SFS personnel are recalled; TRF members will be identified and placed on standby as a unit. As a minimum, TRF will be placed on standby for actual or exercise TREATCON Charlie or higher. TRF leadership ensures that CSC and the 911 center will be able to contact the TRF for any notifications.

6.3. Response: The TRF adheres to the following procedures when responding to any situation requiring their services. If the installation is in actual or exercise THREATCON Charlie or higher prior to the situation, the team will be already armed and on standby status at a pre-determined location. The TRF will remain at this location until dispatched by competent authority.

6.3.1. If TRF personnel are responding to a recapture situation, they will proceed directly to the WSA and request permission to assault the affected structure. **TRF PERSONNEL WILL NOT NEGOTIATE WITH ANY SUSPECTS.**

6.3.2. The CIRT/OIC, TRF/NCOIC, or CNT Team Chief responds directly to the responsible control center to receive the most current intelligence. Coordination will be made with the senior On-scene Commander for the location of the Incident Command Center (ICC). If possible, the ICC should have adequate space and communication assets. Location should be as close as possible to the incident without impeding operations.

6.3.3. Upon notification, team leaders will designate a rendezvous location. The Field Supervisor or Team Chief coordinates vehicles and organizes equipment at this location. The field supervisor will ensure TRF members are transported to the alternate armory and will supervise the arming of the team. The Field Supervisor links up with CIRT/OIC or TRF/NCOIC for a situation report and dispatches team elements accordingly. If the TRF is already in standby status, upon notification, they will respond directly to the tactical staging area. This location will be close to, but separate from the ICC.

6.3.4. Building 770, room 22, the Alternate Armory will be the primary arming point for the TRF. The first armory certified individual to respond will open the alternate armory and issue weapons to the responding members. Field Supervisors and team leaders will determine who will arm first.

6.4. Deliberate Assault. This will be conducted in 4 phases.

6.4.1. Phase 1 - Approach. Conducted when team(s) move from their forming up positions (FUP) to final assault positions (FAP). The FAP is where the TRF will enter the strong hold.

6.4.2. Phase 2 - Assault. This includes all actions from entry to domination of the stronghold by the TRF.

6.4.3. Phase 3 - Reorganization (REORG). Once the entire stronghold is dominated by the TRF, personnel will establish link points and prepare hostages for centralization and evacuation.

6.4.4. Phase 4 - Withdrawal. This is the last phase, which consists of withdrawing all TRF personnel and equipment from the stronghold. TRF personnel will preserve the crime scene until relieved by the appropriate authority. TRF personnel will return to the tactical staging area and conduct a debriefing.

6.5. Emergency Assault Plan. This plan will be in place and executed to counter the worst case options of the hostage taker(s). When the situation worsens dramatically, the TRF will conduct an emergency assault.

6.5.1. The Emergency Assault Initiation. This assault is conducted immediately by on-scene TRF forces when confronted with the following circumstances:

6.5.1.1. Hostages are in imminent danger of death or serious bodily harm.

6.5.1.2. Hostage taker(s) attempts to leave with hostages.

6.5.1.3. To protect the lives of officers or innocents involved at the scene.

NOTE:

When confronted with the above situation(s), on-scene TRF forces have the authority to react without prior approval from the ICC.

6.6. CIRT Team Debrief. A joint TRF/CNT debriefing will be conducted immediately following any exercise or real world incidents requiring CIRT response. The primary focus of this debrief will be to collect information for a formal incident report and to provide stress management for team members. The 341 SW Critical Incident Stress Management (CISM) Team will be activated to facilitate these debriefings as directed by AFI 44-153.

7. Logistics and Support:

7.1. Communications. The 341st Communications Squadron (341 CS) will provide the required communications support for the CIRT/OIC through coordination with the Disaster Control Group (DCG). The 341 CS will dispatch personnel to the ICC to assist in any communication requirements required by the situation.

7.2. Civil Engineering: The 341st Civil Engineering Squadron will provide support for the CIRT/OIC at the ICC. Support may include, but not limited to; cutting power to affected facilities, if required; providing current floor plans to the facilities; etc.

7.2.1. Explosive Ordnance Disposal (EOD). The EOD Flight will provide support for tactical operations. Support may include, but not limited to, explosive entry to affected structures, "render safe" capability for improvised explosive devices, use of the EOD robot for visual assessment and explosive ordnance disposal, and provide advice concerning the use of internal door charges and explosive distraction devices. All required EOD support, other than WSA Recapture Operations, will be coordinated through the DCG.

8. PREREQUISITES FOR TEAM SELECTION:

8.1. TRF Requirements:

8.1.1. Be a volunteer.

8.1.2. Hold an AFSC of 3P0X1.

8.1.2.1. Explosive breacher will hold AFSC 3E817.

8.1.3. Be in good physical condition and capable of performing rigorous field training.

8.1.4. Not have a history of repeated disciplinary problems.

8.1.5. Not be in Phase I of the Weight Management Program.

8.1.6. Be willing to train during off-duty time.

8.1.7. Be able to qualify expert on the M-16/GAU-5 Rifle, and 9mm semi-automatic pistol. Team members must be able to qualify with the M-870 shotgun.

NOTE:

Failure to comply with the above requirements may result in dismissal from the team.

8.2. TRF Selection:

8.2.1. Written applications must be sent to the TRF Field Supervisor utilizing the individual's chain of command.

8.2.2. The CIRT/OIC, TRF/NCOIC, Field Supervisor, and team leaders will screen prospective applicants.

8.2.3. The OIC, NCOIC, and the Field Supervisor will interview all prospective TRF applicants. Initial selection will be based on successfully completing an oral interview and training attendance.

8.3. CNT Requirements:

8.3.1. Members of the CNT may be selected from any unit within the installation, to include civilian government employees. Due to the duties involved with negotiations and unique personal traits required, members must be volunteers and must possess a high degree of motivation and a genuine dedication to help others.

8.4. CNT Selection:

8.4.1. Selection process for new applicants will include a formal application with their respective commander's authorization and endorsement to participate as a member of the CNT. Personnel will also be screened through the Life Skills Enhancement Center and a local law enforcement background check.

8.4.2. Upon completion of application and background checks, CNT members will interview CNT applicants.

9. TRAINING:

9.1. Team leaders are responsible for training. Each member of their respective teams will be proficient in all related tasks and positions. AFI 31-201 and internal handbooks are used as proficiency training guides.

9.2. TRF Training.

9.2.1. TRF training will consist of at least one training day per week providing manning permits. Supervisors of TRF personnel will make every effort to allow personnel the opportunity to attend training.

9.2.2. The primary focus of TRF team training will consist of Tactical Recapture Operations and Close Quarters Battle (CQB) procedures. Team live fire training and CQB paintball training will be conducted quarterly, as a minimum.

9.2.3. TRF personnel must be in top physical condition. Any member determined by team leadership to be below minimum standards will be removed from the team. Minimum standards for selection are established in section 6.

9.3. CNT Training.

9.3.1. CNT training will be conducted as frequently as possible. Training should include classroom instruction as well as a field exercise conducted quarterly. All training will be designed to enhance the overall team performance and individual skills of team members.

9.3.2. All CNT members will be proficient in the operational use of the negotiator's throw-phone system.

9.4. Documentation of training by both the CNT and TRF must be maintained and kept current.

10. Uniforms:

10.1. The TRF Uniform. The Midnight Camouflage (Black) with black patrol type cap or Security Forces beret, black coveralls, or black Nomex (CQB) uniforms are the primary uniforms. If the black BDU/coverall uniforms are not available, Green NOMEX flight suits or Desert Camouflage will be the alternative uniform. The uniform in use by the TRF will be standardized as a team as follows:

10.1.1. Black combat/hiking style boots.

10.1.2. Tactical vest.

10.1.3. Level II or Level III body Armor.

10.1.4. Gas Mask

10.1.5. Helmet.

10.1.6. Individual equipment as required by team position.

10.2. The CNT Uniform: Members may wear distinctive gear, i.e. wind breakers, caps, identifying them as CNT members during deployment periods.

J. GREGORY PAVLOVICH, Colonel, USAF
Commander

Attachment 1

GLOSSARY OF ABBREVIATIONS AND ACRONYMS

The purpose of this table is to define uncommon acronyms and their corresponding terms and meanings.

| Acronym | Stands For | Definition |
|----------------|--------------------------|--|
| CNT | Crisis Negotiation Team | This team is a non-lethal option for counter hostage and barricaded suspect operations. The CNT utilizes negotiation skills to resolve such incidents without resorting to tactical options, which may include deadly force. |
| CSC | Central Security Control | The control center for all installation security functions |
| FAP | Final Assault Position | The last stop for the team in the Approach phase of the assault process. The point from which the team will enter the stronghold. |
| FUP | Forming-up Position | The last covered and concealed position. The staging area from which the team will conduct their approach. |
| ICC | Incident Command Center | The term used to describe the rally point for the On-scene Commander, Tactical Commander, and Crisis Negotiation Team. All on-scene command and control functions will take place here. |
| OSC | On-scene Commander | The ranking person who makes on-scene decisions. The OSC can be the Wing Commander or his/her designated representative. The OSC makes the final decision as to whether or not TRF conducts a deliberate assault. |
| RTO | Radio Telephone Operator | Personnel assigned to monitor communications at command and control centers to free up commanders (OSC, TC, etc.) to concentrate on the incident. |
| TC | Tactical Commander | Responsible for overall command of the TRF during the incident. Performs as the direct link between on-scene TRF members and the ICC. |
| TCC | Tactical Command Center | The staging area for all command and control functions and assets for the Tactical Recapture Force. |
| TRF | Tactical Recapture Force | A specialized reaction team which uses tactical intervention to resolve high risk situations involving installation resources and personnel. The TRF's primary mission is Weapons Storage Area recapture operations. |

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